

Case Study: Building the capacity of the Academy to use data effectively in the drive to raise standards and improve quality

The effective use of data will be at the heart improving standards in the new Academy. We have worked successfully with several Academies and schools to support their work in this area and in many cases the improvements in pupil and student performance have been dramatic and sustained.

There are a number of key elements to the process and all are designed to:

- professionalise the way staff work with data;
- bring consistency and coherence to the leadership and management of improvement; and
- develop a common language across the Academy in relation to the drive to raise standards.

We work to support the leadership of the Academy to establish effective and clear systems for the use of data and in doing so clarify the expectations of all colleagues in leadership roles and ensure that they are held to account for meeting those expectations. Where support and development is needed to improve understanding and to develop skills, it is given. All are enabled to work with confidence in this way. Key elements of the processes include:

- establishing appropriate baseline and entry data for all students;
- creating aspirational targets for every student;
- developing a system for the frequent tracking of progress against these targets;
- establishing processes for the rapid and sharp analysis of this data at least 5 times per year;
- ensuring that the results of the analysis are acted upon rapidly, with appropriate interventions put in place to address underperformance;
- enabling the identification of successful practice and replicating it in areas where it is needed; and
- monitoring the effectiveness of interventions.

The approach that we adopt to 'coach' senior and middle leaders to work in this way is intensive and is based on establishing mechanisms which allow high quality and very focussed professional conversations to take place. The gains in understanding and confidence are rapid and in our experience build high levels of enthusiasm for working with

data. The impact on student performance is evident. We can supply details of Academies and schools.